

Figure 1

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Figure 2

00638650.08.14.00

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Figure 3

004T30"0538E960
09638E50-081400

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Figure 4

00638650 "08.14.00
004.13.0 058E960

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Figure 5

00638650-031400

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Figure 6

00638650-031400
004T20-0538E960

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Figure 7

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004T20"05982960

Figure 8


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Figure 9

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Figure 10

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Figure 11

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Figure 12A

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Figure 12B

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Figure 12C

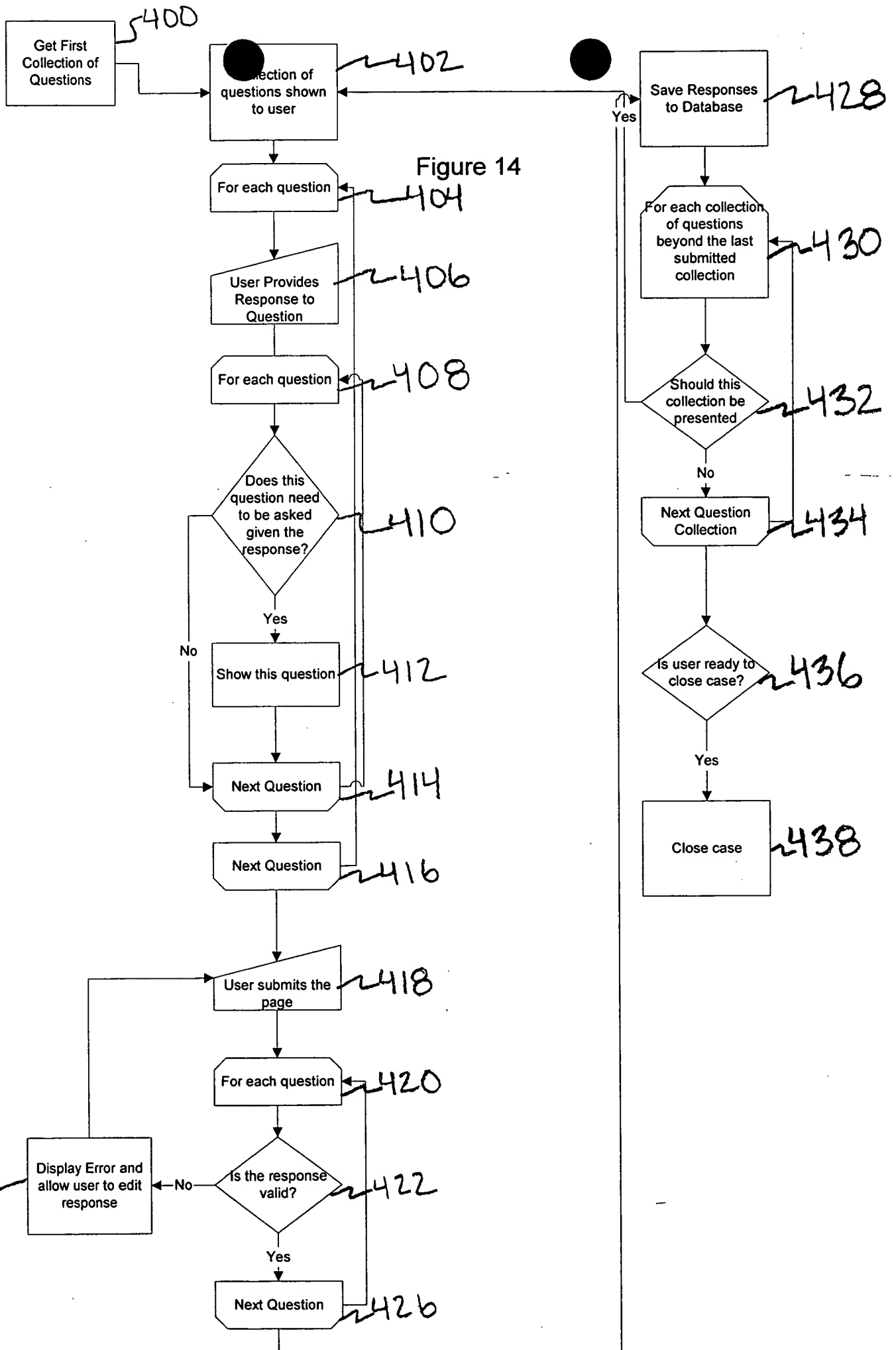
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004T80" 0598E960

Figure 13



001638650.081400

Background Investigator's Report for:

Name: **John Q. Doe**
Social Security #: **123456789**
Case ID: **441**
Case Date: **8/3/00**
Report Date: **8/4/00**

Section Question

Response

1) Identifying Information

Last Name	Doe
First Name	John
Middle Initial	Q
Social Security Number	123456789
Retype Social Security Number to confirm	123456789
Date of Birth	9/10/1974
Please select your Race/Ethnicity	White
Sex	Male

2) Illinois State Police (required information)

Citizenship acquired by:	Birth
Height:	5'10"
Weight:	170
List all other names you have gone by, including nicknames. If female, furnish maiden name:	Johnny, Jack
Have you ever legally changed your name?	no
Number of Dependents:	1
Have you ever been issued a drivers license by a state other than Illinois?	YES
List state(s) and license number (s):	North Carolina #123456
Father's name:	Ralph Doe
Father's address:	123 Placename Drive, Township, Idaho
Father's date of birth:	4/3/1954
Is your father still living?	YES
Mother's name:	Elizabeth Doe
Mother's address:	123 Placename Drive Township, Idaho
Mother's date of birth:	9/10/1954
Is your mother still living?	YES

Do you have any brothers?	YES
Brother's name:	Lloyd Doe
Brother's address:	44 Flightpath Lane Detroit, Michigan
Brother's date of birth:	5/21/1976
Is this brother still living?	YES
Do you have any other brothers?	YES
Brother's name:	David Doe
Brother's address:	88 Frenchtown Avenue Burlington, Iowa
Brother's date of birth:	10/3/1980
Is this brother still living?	YES
Do you have any other brothers?	no
Do you have any sisters?	no
Are you currently married?	YES
Spouse's name:	Michelle Doe
Spouse's address:	3 Lois Place Ann Arbor, Michigan
Spouse's date of birth:	4/7/1975
Have you been previously married?	no
Is there any other person not listed above with whom you currently reside who is currently 16 years of age or older?	no
Date began residing there:	5/1/1996
Complete address:	6304 Catpaw Drive Greensboro, NC 27403
Do you rent?	YES
Landlord's name:	Richland Properties
Landlord's complete address:	55 Lords Avenue Chapel Hill, NC
Landlord's telephone number:	919-345-6789
Began residence:	1/1/1975
Ended residence:	5/1/1996
Complete address:	134 State Street Brooklyn Heights, Ohio
Did you rent?	no
Name of first reference:	Harold Cobleman
Complete address:	23 Grant Drive Raleigh, NC
Telephone number:	919-222-9876
Name of second reference:	Michael Easterling
Complete address:	88 Governor Lane Chapel Hill, NC
Telephone number:	919-887-6627
Name of third reference:	James Hunter
Complete address:	9943 Wilson Street Springfield, Illinois
Telephone number:	217-567-2941
Name:	Randal Bircham
Complete address:	56 Heltring Street Greensboro, NC
Telephone number:	336-288-7941

Figure 15B

Have you previously submitted an application for employment as a sworn officer with the Illinois State Police?

YES

Approximately when did you apply?

9/1997

3) Education

3.1) Overview

Education beyond high school/GED

YES

Law Enforcement Training

YES

Academic, i.e. College

YES

Bachelor Degree(s)

YES

3.3) Academic Bachelor Degrees

Bachelor of Arts

YES

Please select your major field of study:

Social Sciences,

What was the name of the Institution?

New York University

Did You Receive your Degree?

YES

Date of Graduation:

5/1998

3.6) Vocational Police and Law

Police Academy

YES

Institution/Agency:

Guilford technical Community Colleg

State:

NC

Date completed:

7/1998

Are you currently a certified law enforcement officer?

YES

4) Employment History

When did you first decide to pursue a job in law enforcement, criminal justice or public safety?

1/1989

What is the date of your first application to any law enforcement, criminal justice, or public safety agency?

5/1998

Are you currently employed on a full time basis?

YES

Have you ever been unemployed for more than 30 days?

YES

If you answered "Yes," how many times?

1

Please provide BEGIN date for

5/1998

Figure 15C

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LAST period of unemployment:

Please provide END date for
LAST period of unemployment:

7/1998

Use this space to describe your
periods of unemployment:

After I graduated from college, I took a couple of months off
so that I could travel to Europe

4.1) Position 1 - Herman, Stokes, Calwell, and Bounce

4.1.1) General Information

Employer: Herman, Stokes, Calwell, and Bounce
Job Title: paralegal
Duties: I perform clerical and paralegal duties for this law firm
Is/was this job: Full-time
Starting Salary/Wage/Average
Commission: \$9.00
Per: Hour
Ending (or Current)
Salary/Wage/Average
Commission: \$10.50
Per: Hour
Employer address: 545 Madison Avenue Greensboro, NC
Telephone number: 336-654-0600
Supervisor's name: Don Mclean
Date Hired: 9/1999
Still employed? YES

4.1.2) Performance/Disciplinary Incidents

I experienced and/or was
counseled for policy or work rules
violations. YES
Please explain: I accidentally damaged a computer terminal by spilling coffee
on it.
I experienced and/or was
counseled for attendance
problems. (schedule conflict) YES
Please explain: I was late to work on three occasions in April, 2000 due to
child care difficulties

4.2) Position 2 - Anytown Police Department

4.2.1) General Information

Employer: Anytown Police Department
Job Title: Police Officer
Duties: regular law enforcement duties of a police officer.
Is/was this job: Full-time
Starting Salary/Wage/Average
Commission: \$25000

Per:
Ending (or Current)
Salary/Wage/Average
Commission:

Year
\$25000

Per:
Employer address:
Telephone number:

Year
35 Government Plaza Anytown, Missouri
226-334-0900

Supervisor's name:

John McCann

Date Hired:

7/1998

Still employed?

no

If not still employed, when did
you leave?

10/1998

Which of the following best
describes the circumstances
under which you left employment
at this position?

Terminated during probationary period,

Please describe the details of all
the circumstances you have
marked above

Terminated due to difficulty adjusting to shift schedules.

4.2.2) Performance/Disciplinary Incidents

I experienced and/or was
counseled for policy or work rules
violations.

YES

Please explain:

On duty auto accident subsequent to a vehicle chase

I was reassigned and/or
counseled due to poor fit with job.

YES

Please explain:

I had difficulty adjusting to the shift schedules

I experienced disagreement(s)
with management.

YES

Please explain:

I was assigned to a field training officer who continually
expected me to do his paperwork for him. He continually sat
in the car and made me answer calls alone. When I
complained, he wrote me up for insubordination

I was accused of dishonesty.

YES

Please explain:

My supervisor accused me of lying to him about some
evidence that was missing (and was later found). He thought
that I knew where it was all along.

Co-worker complaints

YES

I was verbally counseled:

YES

Number of times:

2

Date of last incident:

9/1998

Please explain:

Someone on my squad kept telling jokes that offended me. I
asked him to stop, and he refused. We got into an argument
and the supervisor counseled both of us.

4.3) Position 3 - Kinko's

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4.3.1) General Information

Employer:	Kinko's
Job Title:	Associate
Duties:	responsible for customer service, production of printed documents, and general assistance
Is/was this job:	Part-time
Indicate average number of hours per week:	15
Starting Salary/Wage/Average Commission:	\$6
Per:	Hour
Ending (or Current) Salary/Wage/Average Commission:	\$8.50
Per:	Hour
Employer address:	33 Mountain Court Asheville, NC
Telephone number:	828-903-1267
Supervisor's name:	John Giddings
Date Hired:	6/1996
Still employed?	no
If not still employed, when did you leave?	5/1998
Which of the following best describes the circumstances under which you left employment at this position?	Career advancement,
Please describe the details of all the circumstances you have marked above	I worked at this part time job all through college. I resigned when I graduated

4.3.2) Performance/Disciplinary Incidents

I experienced disagreement(s) with management.	YES
Please explain:	I had many managers and supervisors over the years that I worked here and got along with most of them. One of them continually used terrible language that offended me. I asked him to stop and he refused.

5) Military History

Have you EVER served in the military on active duty OR reserve duty?	YES
--	-----

5.1) 1st Service

5.1.1) General Information

Branch of Service:	USAR or ARNG
Duty Status:	Active Reserve

Figure 15F

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Primary job or MOS:	personnel specialist
Enlisted	YES
E:	5
Date Initially Enlisted or Commissioned:	3/1994
Discharge Status:	Honorable
Date Discharged, Retired, or Assigned to Reserves:	3/2000
Did your discharge occur prior to full expiration of original or anticipated term of enlistment?	no

5.1.2) Disciplinary History

Article 15/Captain's Mast	YES
Number of times:	1
Date of last infraction:	10/1995
Describe EACH infraction:	recieved an article 15 for missing a drill
Forfeiture of Pay	YES
Frequency:	Once
Reduction in Rank	YES
Frequency:	Once
Rank BEFORE last discipline:	E
	4
Rank AFTER last discipline:	E
	3

6) Marital Status/Family Information

Current Marital Status:	Married
Date of Marriage:	6/16/1997
Number of Previous Marriages:	0
With whom are you currently living?	Spouse
Are you currently financially responsible for dependent children who do NOT live with you?	no

7) Legal

7.1) Traffic Violations

Moving violation(s)	YES
Number of violations:	5
Date of last incident:	1/2000
Describe and/or provide additional information regarding this/these violation(s):	I have had 5 speeding tickets. The last one occurred in January, 2000 while I was driving to work

Accident(s) with property damage only

YES

Number of accidents:

2

Date of last incident:

2/2000

Describe and/or provide additional information regarding this/these violation(s):

I have had 2 accidents. The last one occurred in February, 2000. The roads were very icy and I was unable to stop at a stoplight. I proceeded into the intersection and struck a parked car.

7.2) Integrity, etc.

Have you ever been a defendant, plaintiff, respondent in a civil court action(s)?

no

Have you ever taken ANY money or property from an employer?

YES

Total number of times:

3

Taken \$0-\$50 in money or property

YES

Number of times:

2

Date of LAST incidence of employee theft:

7/2000

Please describe these acts.

I took some pens and a stapler home from work

Taken \$100-\$500 in money or property

YES

Number of times:

1

Date of LAST incidence of employee theft:

11/1998

Please describe these acts.

When I was a police officer, I accidentally failed to turn in a small bag of marijuana that I had obtained from a subject I arrested.

Have you ever taken, bought, sold, received or held stolen property for someone else?

no

7.3) Criminal Offenses

7.3.1) Criminal Dispositions, Sentences, and/or Outcomes

Have you ever been arrested, detained, pled guilty or no contest to a charge involving assault or domestic violence?

no

Have you ever been incarcerated?

no

Have you ever been on probation or parole?

no

Have you ever been sentenced to community service?

no

Have you ever been ordered to make restitution?

no

Figure 15H

Have you ever been mandated to counseling or education?

no

7.3.2) Reported Criminal Offenses

Any drug or alcohol related offense

YES

Number of times:

1

Date of LAST infraction:

5/1992

Disposition of last infraction:

Convicted

Description of ALL infractions:

Possession of alchohol as a minor. I was in Myrtle Beach with a bunch of my friends and we were at a party having some beer.

Property damage/vandalism

YES

Number of times:

1

Date of LAST infraction:

3/1987

Disposition of last infraction:

Prayer for Judgement Continued

Description of ALL infractions:

When I was 13 years old, a couple of us tipped over some mail boxes

DUI/DWI

YES

Number of times:

1

Date of LAST infraction:

5/2000

Disposition of last infraction:

Convicted of a lesser charge

Description of ALL infractions:

I was stopped by a state trooper while driving home from a party. I consentd to a breath test and blew .05 (under the limit.)I then pled guilty to carrying an open container of alchol in my vehicle.

8) Substance Use

8.1) Tobacco and Alcohol

Do you smoke now?

no

Do you currently drink alcohol?

YES

How many times have you consumed 6 or more drinks at a time?

5

How often have you driven after 4 or more drinks?

7

How many times have you driven with an open container?

2

What is the average number of drinks consumed per week?

9

How many times have you consumed alcohol on the job?

0

How many times have you been warned by an employer about drinking?

0

8.2) Illegal Drug Use

8.2.1) Overview

Have you ever used or experimented with marijuana?	YES
Have you ever used or experimented with cocaine?	YES
Have you ever used or experimented with amphetamines, methedrine, dexedrine, "speed"?	no
Have you ever used or experimented with PCP (angel dust)?	no
Have you ever used or experimented with crack cocaine, opiates, morphine, heroin?	no
Have you ever used or experimented with hallucinogens?	no
Have you used or experimented with any illegal drug not listed above?	no
Have you illegally used or experimented with any other drugs?	YES

8.2.2) Marijuana

Number of times you have smoked/used or experimented with marijuana in your entire life:	More than 30
Number of times that you have smoked/used or experimented with marijuana in the last 12 months:	0
Have you ever driven after smoking/using marijuana?	YES
Date of last incident:	3/1994
Explain:	I drove home from a party in college after smoking marijuana
Have you ever provided marijuana in exchange for money or goods?	no
Have you ever grown, cultivated, or been involved in the manufacture of marijuana?	no
Have you ever been refused employment or military service because of use of marijuana?	no
Have you ever been disciplined or discharged from employment or military service because of use of marijuana?	no
Age FIRST used or experimented	15

Figure 15J

00638650 " 081400

with Marijuana:

Date last used or experimented
with Marijuana:

3/1998

You may use this space to
provide additional information
about your marijuana use.

I smoked marijuana while I was in college but have not done
so since graduating

8.2.3) Cocaine

Number of times that you have
used or experimented with
cocaine:

1-5

Number of times that you have
used or experimented with
cocaine in the past 12 months:

0

Have you ever driven after using
cocaine?

no

Have you ever provided cocaine
in exchange for money or goods?

no

Have you ever grown, cultivated,
or been involved in the
manufacture of cocaine?

no

Have you ever been refused
employment or military service
because of use of cocaine?

no

Have you ever been disciplined
or discharged from employment
or military service because of use
of cocaine?

no

Age FIRST used or experimented
with Cocaine:

19

Date Last used or experimented
with Cocaine:

6/1998

You may use this space to
provide additional information
about your cocaine use.

I used cocaine twice. Once when I was a freshman in college
and once right after I graduated. I have no intention of
continuing to use this drug

8.2.8) Other Drug Use

Have you used or experimented
with any illegal drug not
previously listed?

no

Have you illegally used or
experimented with any other
drugs?

YES

Number of times:

2 or 3

Name/type of prescription drug
(s):

valium

Explain:

I had a girlfriend who had a perscription for valium. She gave
me one a couple of times.

Use this space to describe,
explain, or add any information
you think is important regarding

Although I have used drugs in the past, I have not used any
since graduating from college. I have now "grown up" and I
certainly don't intent to use them in the future.

Figure 15K

your substance use.

9) Applications to Other Agencies

Have you previously applied to any law enforcement agency? YES

9.1) Agency 1

Agency name: Illinois State Police
City: Springfield
State: Illinois
Date applied: 6/2000
Were you employed by this agency? no
Were you offered employment with this agency? no
Not selected from eligibility list. YES
Explain: I just applied a few weeks ago and they have not, as yet, processed my application
Have you applied to any other law enforcement agencies? YES

9.2) Agency 2

Agency name: Nashville Police Department
City: Nashville
State: Tennessee
Date applied: 7/1997
Were you employed by this agency? no
Were you offered employment with this agency? no
Denied due to results, information, and/or issues developed through background investigation. YES
Explain: Disqualified because of my use of cocaine
Have you applied to any other law enforcement agencies? no

10) Other Legal

Have you ever intentionally or unintentionally slapped, punched or otherwise injured a spouse or domestic partner? no
Have you ever been served with or been the subject of a domestic restraining order? no
Have you ever cheated, lied, or misrepresented facts during an

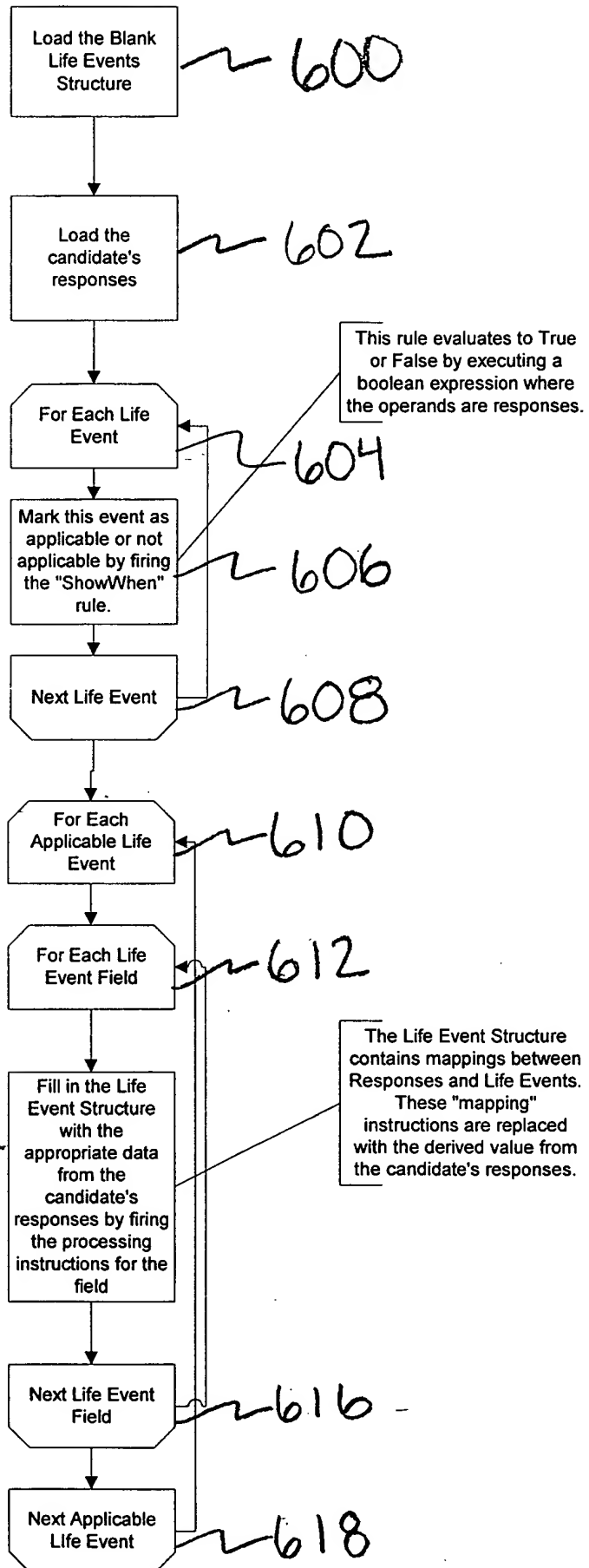
Figure 15L

application or employment
evaluation process?

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09633650 081400

Figure 16



004T30-0593E960

Life Events for John Q. Doe

#	Name	Begin	End	Freq
Education Events (section 3)				
1)	Bachelor of Arts		5/1998	
2)	Police Academy		7/1998	
Employment History Events (section 4)				
3)	First decided to pursue a job in law enforcement, criminal justice or public safety	1/1989	1/1989	
4)	First applied to any law enforcement, criminal justice or public safety agency	5/1998	5/1998	
5)	Unemployed for more than 30 days	5/1998	7/1998	1 times
6)	Position 1 - Herman, Stokes, Calwell, and Bounce	9/1999		
	I experienced and/or was counseled for policy or work rules violations.			
	I experienced and/or was counseled for attendance problems. (schedule conflict)			
7)	Position 2 - Anytown Police Department	7/1998	10/1998	
	I experienced and/or was counseled for policy or work rules violations.			
	I was reassigned and/or counseled due to poor fit with job.			
	I experienced disagreement(s) with management.			
	I was accused of dishonesty.			
	Co-worker complaints			
	I was verbally counseled:	9/1998	9/1998	2 times
	On Duty Motor Vehicle Accidents		10/1998	1 incidents
	Letters of Reprimand		10/1998	1 incidents
	Suspension WITH pay 3-10 days		12/1998	1 incidents
8)	Position 3 - Kinko's	6/1996	5/1998	
	I experienced disagreement(s) with management.			
Military History Events (section 5)				
9)	USAR or ARNG	3/1994	3/2000	
	Article 15/Captain's Mast	10/1995	10/1995	1 time(s)
	Forfeiture of Pay			Once time(s)
	Reduction in Rank			Once time(s)
Marital Status And Family Information Events (section 6)				

Figure 17A

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10) Marital Status: Married

6/1997

1 times

Traffic Violation Events (section 7.1)

11) Moving violation(s)	1/2000	5 time(s)
12) Accident(s) with property damage only	2/2000	2 time(s)

Integrity Events (section 7.2)

13) Have you ever taken ANY money or property from an employer?		3 time(s)
14) Taken \$0-\$50 in money or property	7/2000	2 time(s)
15) Taken \$100-\$500 in money or property	11/1998	1 time(s)

Criminal Events (section 7.3)

16) Any drug or alcohol related offense	5/1992	1 time(s)
17) Property damage/vandalism	3/1987	1 time(s)
18) DUI/DWI	5/2000	1 time(s)

Substance Use Events (section 8)

19) Alcohol		9 per week
How many times have you consumed 6 or more drinks at a time?		5 time(s)
How often have you driven after 4 or more drinks?		7 time(s)
20) Marijuana	9/1989	3/1998
Have you ever driven after smoking/using marijuana?	3/1994	3/1994
21) Cocaine	9/1993	6/1998
22) Other Illegal Drugs		1-5 time(s)
		2 or 3 time(s)

Applications To Other Agencies Events (section 9)

23) Applied to Illinois State Police	6/2000	6/2000
24) Applied to Nashville Police Department	7/1997	7/1997

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Figure 17B

Figure 18

80

Load the
Candidate's Time
Events ~800

Load the Critical
Items Processing
Instructions ~802

For each Critical
Item Processing
Instruction ~804

Is the Critical
Item
Applicable? ~806

Yes

For Each Critical
Item Field ~808

810 ~ No
Fill in the field with
the appropriate
data from the
candidate's time
events

812 ~ Next Critical Item
Field

814 ~ Next Critical Item
Processing
Instruction

The Critical Items
Processing Instructions
contain mappings between
Time Event Fields and
Critical Item Fields

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Critical Items for John Q. Doe

The following items have been directly linked through research to disciplinary action in law enforcement officers.

Name	Begin (Age)	End (Age)	Freq	Detail	Value
Minor Discipline Problems	902	904		Position 1 - Herman, Stokes, Calwell, and Bounce, Position 3 - Kinko's	2
Major Discipline Problems in 1 job			1 jobs	Position 2 - Anytown Police Department,	2
Terminated or resigned by mutual agreement once			1 times	Position 2 - Anytown Police Department,	2
Reduction in Rank			Once time (s)	USAR or ARNG	3
Has used Marijuana more than 30 times	9/1989 (Age 15)	3/1998 (Age 24)	More than 30 time(s)	Marijuana	2
Used Cocaine within 2 years (2 years)	9/1993 (Age 19)	6/1998 (Age 24)	1-5 time (s)	Cocaine	4
Failed to indicate last date of drug use Other Illegal Drugs			2 or 3 time (s)	Other Illegal Drugs	1
Used hard drugs as adolescent or cocaine before the age of 25 (at 24 years old)	6/1998 (Age 24)	6/1998 (Age 24)	2 or 3 time (s)		3
Drug use after graduating with a criminal justice degree or applying to a Law Enforcement Position	9/1993 (Age 19)	6/1998 (Age 24)		Cocaine	3
Denied employment because of background check	7/1997 (Age 23)	7/1997 (Age 23)		Applied to Nashville Police Department	2
Total					24

Other Negative Indicators for John Q. Doe

The items below are negative background indicators recommended for follow up by investigators.

Name	Begin (Age)	End (Age)	Freq	Detail
I was verbally counseled: (coworker)	9/1998 (Age 24)	9/1998 (Age 24)	2 times	Position 2 - Anytown Police Department
On Duty Motor Vehicle Accidents		10/1998 (Age 24)	1 incidents	Position 2 - Anytown Police Department
Letters of Reprimand		10/1998 (Age 24)	1 incidents	Position 2 - Anytown Police Department
Failed to provide 10 years of job history (4 years provided)	6/1996 (Age 22)	8/2000 (Age 26)	1 times	
Drug use within 120 days of first application to a law enforcement position		6/1998 (Age 24)		Marijuana, Cocaine

Figure 19

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1002

Bio Data Summary for John Q. Doe

1002 ~ Name	1004 ~ Index	Risk Score	1006
Employment Index ~ 1008	9	High	
Criminal Index ~ 1010	0	Low	
Substance Index ~ 1012	13	High	
Other Index ~ 1014	2	Moderate	
Total	24	High	

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Figure 20